



FOR PSA MEMBERS: GAUTENG (PRETORIA AREA)

14-03-2025

Victory for PSA members in Gauteng

Department of Women, Youth, and Persons with Disabilities

The PSA successfully assisted a member who was dismissed on 29 July 2021 following a disciplinary hearing. The matter was referred to the General Public Service Sector Bargaining Council for arbitration in 2021. In 2022, the matter was finalised and the Commissioner ruled that the member must be reinstated from 29 July 2021. The employer then took the arbitration award on review at the Labour Court. On 13 June 2023, the Labour Court ruled that the matter must be remitted to the Council for arbitration *de novo* (afresh) and before a different Commissioner. The second arbitration commenced in 2024 and was finalised on 26 February 2025. The arbitration award was in the member's favour. The Commissioner ruled that the member must be reinstated immediately, be paid an amount of R3 309 110.70 for 42 months' backpay. The PSA is committed to serving members with distinction.

Department of Higher Education and Training

The PSA successfully assisted a member whose salary was stopped from 1 January 2024 to the end of February 2025 owing to his prolonged ill-health. The member reported being sick and submitted his temporary incapacity leave forms, but these were late. The PSA referred a dispute and at the pre-arbitration on 28 February 2025, the PSA convinced the employer with evidence that the member's salary must be reinstated retrospectively. The employer agreed and on 3 March 2025 at the arbitration, and in the presence of the Commissioner, a settlement agreement was signed. The settlement agreement stated that the employer will reinstate the member's salary from 14 March 2025 together with back pay from 1 January 2024. This amounts to 14 months of back pay. The PSA will ensure that members' rights are protected.

Reuben Maleka
GENERAL MANAGER